

# JOEL KOOPMAN

TJ Barlow Professor of Business Administration

Presidential Impact Fellow

Mays Business School | Texas A&M University

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## ACADEMIC POSITIONS

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### ***Texas A&M University***

#### ***Mays Business School***

Professor (2023-present)

Benton Cocanougher Chair in Business (2025-present)

TJ Barlow Professor of Business Administration (2021-2025)

Doctoral Program Coordinator (2023-present)

Interim Director: Master of Human Resource Management Programs (2024-2025)

Associate Professor (2020 – 2023)

Assistant Professor (2017 – 2020)

### ***University of Cincinnati***

#### ***Carl H. Lindner College of Business***

Assistant Professor (2014 – 2017)

## EDUCATION

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**Michigan State University** – Broad College of Business, East Lansing, Michigan

Ph.D., Organizational Behavior and Human Resource Management (2014)

**University of Florida** – Hough Graduate School of Management, Gainesville, Florida

M.A., International Business (2009)

**University of Florida** – Warrington College of Business, Gainesville, Florida

B.S. Business Administration (2007)

**Santa Fe College** – Gainesville, Florida

A.A.S. Automotive Technology (2005)

## PUBLICATIONS

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McClean, S. T., **Koopman, J.**, & Chawla, N. (in press). Dynamic Boundary Permeability Theory: An Episodic, Threshold-Based Model Of Role Transitions. *Academy of Management Review*.

Fu, S., Dimotakis, N., & **Koopman, J.** (in press). Mediation Testing With Polynomial Regression: A Critical Review Of Extant Approaches And A Researcher's Toolkit For The Future. *Journal of Applied Psychology*.

Matthews, M. J., Su, R., Yonish, L., McClean, S., **Koopman, J.**, & Yam, K. C. (in press). A Review of Artificial Intelligence, Algorithms, and Robots Through the Lens of Stakeholder Theory. *Journal of Management, Review Issue*.

- Gabriel, A. S., Lee, Y. E., **Koopman, J.**, Rosen, C. C., Dutli, A., & Bush, J. T. (2025). The Receipt of Venting at Work: A Multi-Study Investigation of Affective and Behavioral Reactions for Venting Recipients. *Personnel Psychology*, 78, 205-227.
- Kim, D. D-W., Lanaj, K., & **Koopman, J.** (2025). Incivility Affects Actors Too: The Complex Effects of Incivility on Perpetrators' Work and Home Behaviors. *Journal of Business Ethics*, 197, 631-658.
- Ong, M., Kim, Y., & **Koopman, J.** (2024). Help Your Employees Before Helping Others: When Corporate Social Responsibility Does Not Make a Company More Attractive to Job Seekers. *Personnel Psychology*, 77, 1267-1297.
- Fu, S., Lee, Y. E., Yoon, S., Dimotakis, N., **Koopman, J.**, & Tepper, B. J. (2024). I Didn't See That Coming!" A Daily Investigation of the Effects of As-Expected and Un-Expected Workload Levels. *Personnel Psychology*, 77, 1311-1341.
- Rosen, C. C., **Koopman, J.**, Gabriel, A. S., Lee, Y. E., Ezerins, M., & Roth, P. L. (2024). Hidden Consequences of Political Discourse at Work: How and Why Ambient Political Conversations Impact Employee Outcomes. *Journal of Applied Psychology*, 109, 795-810.
- Selected as "Editor's Choice" for June 2024 issue*
- Gabriel, A. S., Chawla, N., MacGowan, R., Wong, E., Lee, Y. E., & **Koopman, J.** (2024). Who Speaks Up When Harassment is in the Air? A Within-Person Investigation of Ambient Harassment and Voice Behavior at Work. *Journal of Applied Psychology*, 109, 39-60.
- Koopman, J.**, Lanaj, K., Lee, Y. E., & Alterman, V., Bradley, C., & Stoverink, A. S. (2023). Walking on Eggshells: A Self-Control Perspective on Workplace Political Correctness. *Journal of Applied Psychology*, 108, 425-445.
- Yoon, S., **Koopman, J.**, Dimotakis, N., Simon, L. S., Liang, L. H., Ni, D., Zheng, X., Fu, S., Lee, Y. E., Tang, P. M., Ng, C. T. S., Bush, J., Darden, T., Forrester, J., Tepper, B. J., & Brown, D. J. (2023). Consistent and Low is the Only Way to Go: A Polynomial Regression Approach to the Effect of Abusive Supervision Inconsistency. *Journal of Applied Psychology*, 108, 1619-1639.
- Tang, P. M., **Koopman, J.**, Mai, K., De Cremer, D., & Reynders, P. (2023). No Person is an Island: Unpacking the Work and After-work Consequences of Interacting with Artificial Intelligence. *Journal of Applied Psychology*, 108, 1766-1789.
- Tang, P. M., **Koopman, J.**, Yam, K. C., De Cremer, D., Zhang, J. H., & Reynders, P. (2023). The Self-Regulatory Consequences of Dependence on Intelligent Machines at Work: Evidence from Field and Experimental Studies. *Human Resource Management*, 62, 721-744.
- Klotz, A. C., McClean, S. T., Yim, J., **Koopman, J.**, & Tang, P. M. (2023). Getting Outdoors after the Workday: The Affective and Cognitive Effects of Evening Nature Contact. *Journal of Management*, 49, 2254-2287.
- Lee, Y. E., Simon, L. S., **Koopman, J.**, Rosen, C. C., Gabriel, A. S., & Yoon, S. (2023). When, Why, and For Whom is Receiving Help Actually Helpful? Differential Effects of Receiving Empowering and Non-Empowering Help Based on Recipient Gender. *Journal of Applied Psychology*, 108, 773-793.
- Tang, P. M., **Koopman, J.**, McClean, S., Zhang, J. H., Li, C. H., De Cremer, D., Ng, C. T. S. & Lu, Y. (2022). When Conscientious Employees Meet Intelligent Machines: An Integrative Approach Inspired by Complementarity Theory and Role Theory. *Academy of Management Journal*, 65, 1019-1054.

- Tang, P. M., **Koopman, J.**, Elfenbein, H. A., De Cremer, D., Chan, E., & Li, C. H. (2022). Using Robots at Work during the COVID-19 Crisis Evokes Passion Decay: Evidence from Field and Experimental Studies. *Applied Psychology: An International Review*, 71, 881-911.
- Harold, C., Hu, B., & **Koopman, J.** (2022). Employee Time Theft: Conceptualization, Measure Development, and Validation. *Personnel Psychology*, 75, 347-382.  
*Finalist for the Personnel Psychology Best Paper Award (2024)*
- Jennings, R., Lanaj, K., **Koopman, J.**, & McNamara, G. (2022). Reflecting on One's Best Possible Self as a Leader: Implications for Professional Employees at Work. *Personnel Psychology*, 75, 69-90.
- Tang, P. M., Yam, K. C., **Koopman, J.**, & Ilies, R. (2022). Admired and Disgusted? Third Parties' Paradoxical Emotional Reactions and Behavioral Consequences Towards Others' Unethical Pro-Organizational Behavior. *Personnel Psychology*, 75, 33-67.
- Lennard, A. C., Lin, S.-H., Matta, F. K., **Koopman, J.**, & Johnson, R. E. (2022). The Dynamism of Daily Justice: A Person-Environment Fit Perspective on the Situated Value of Justice. *Organization Science*, 33, 1523-1553.
- Koopman, J.**, Conway, J. M., Dimotakis, N., Tepper, B. J., Lee, Y. E., Rogelberg, S. G., & Lount Jr., R. B. (2021). Does CWB Repair Negative Affective States, or Generate Them? Examining the Moderating Role of Trait Empathy. *Journal of Applied Psychology*, 106, 1493-1516.
- Puranik, H. G., **Koopman, J.**, & Vough, H. C. (2021). Excuse Me, Do You Have a Minute? An Exploration of the Dark- and Bright-Side Effects of Daily Work Interruptions. *Journal of Applied Psychology*, 106, 1864-1884.
- McClellan, S. T., **Koopman, J.**, Yim, J., & Klotz, A. C. (2021). Stumbling out of the Gate: The Energy-Based Implications of Morning Routine Disruption. *Personnel Psychology*, 74, 411-448.
- Rosen, C. C., Gabriel, A. S., Lee, H. W., **Koopman, J.**, & Johnson, R. E. (2021). When Lending an Ear Turns Into Mistreatment: An Episodic Examination of Leader Mistreatment in Response to Venting at Work. *Personnel Psychology*, 74, 175-195.
- Yoon, S., McClellan, S. T., Chawla, N., Kim, J. K., **Koopman, J.**, Rosen, C. C., Trougakos, J. P., & McCarthy, J. M. (2021). Working Through an 'Infodemic': The Impact of COVID-19 News Consumption on Employee Uncertainty and Work Behaviors. *Journal of Applied Psychology*, 106, 501-517.
- Chawla, N., Gabriel, A. S., Evans, J. B., Rosen, C. C., **Koopman, J.**, Hochwarter, W. A., Palmer, J. C., & Jordan, S. L. (2021). A Person-Centered View of Impression Management, Inauthenticity, and Employee Behavior. *Personnel Psychology*, 74, 657-691.
- Koopman, J.**, Lin, S.-H., Lennard, A. C., Matta, F. K., & Johnson, R. E. (2020). My Coworkers are Treated More Fairly than Me! A Self-Regulatory Perspective on Justice Social Comparisons. *Academy of Management Journal*, 63, 857-880.
- Koopman, J.**, Rosen, C. C., Gabriel, A. S., Puranik, H., Johnson, R. E., & Ferris, D. L. (2020). Why and For Whom Does The Pressure to Help Hurt Others? Emotional and Cognitive Mechanisms Linking Helping Pressure to Workplace Deviance. *Personnel Psychology*, 73, 333-362.  
*Finalist for the Personnel Psychology Best Paper Award (2022)*

- Gabriel, A. S., **Koopman, J.**, Rosen, C. C., Arnold, J. D., & Hochwarter, W. A. (2020). Are Coworkers Getting Into the Act? An Examination of Emotion Regulation in Coworker Exchanges. *Journal of Applied Psychology, 105*, 907-929.
- Puranik, H. G., **Koopman, J.**, & Vough, H. C. (2020). Pardon the Interruption: An Integrative Review and Future Research Agenda for Research on Work Interruptions. *Journal of Management, Review Issue, 46*, 806-842.
- Tang, P. M., Yam, K. C., & **Koopman, J.** (2020). Feeling proud but guilty? Unpacking the paradoxical nature of unethical pro-organizational behavior. *Organizational Behavior and Human Decision Processes, 160*, 68-86.
- Matta, F. K., Sabey, T. B., Scott, B. A., Lin, S.-H., & **Koopman, J.** (2020). Not All Fairness is Created Equally: A Study of Employee Attributions of Supervisor Justice Motives. *Journal of Applied Psychology, 105*, 274-293.
- Lee, S. M., Koopman, J., Hollenbeck, J. R., Wang, L. C., & Lanaj, K. (2020). Construct Validation Standards and the Team Descriptive Index: Reply to Dowling. *Academy of Management Discoveries, 6*, 698-701.  
*Commentary - Not peer-reviewed*
- Koopman, J.**, Matta, F., Scott, B. A., Conlon, D. E., & Dennerlein, T. (2019). Ethical Leadership as a Substitute for Justice Enactment: An Information-Processing Perspective. *Journal of Applied Psychology, 104*, 1103-1116.
- Puranik, H., **Koopman, J.**, Vough, H. C., & Gamache, D. L. (2019). They Want What I've Got (I Think). The Causes and Consequences of Attributing Coworker Behavior to Envy. *Academy of Management Review, 44*, 424-449.
- Gabriel, A. S., **Koopman, J.**, Rosen, C. C., & Johnson, R. E. (2018). Helping Others, or Helping Oneself? An Episodic Examination of the Behavioral Consequences of Helping at Work. *Personnel Psychology, 71*, 85-107.
- Lanaj, K., Kim, P. H., **Koopman, J.**, & Matta, F. K. (2018). Daily Mistrust: A Resource Perspective of its Implications For Work and Home. *Personnel Psychology, 71*, 545-570.
- Tepper, B. J., Dimotakis, N., Lambert, L. S., **Koopman, J.**, Matta, F. K., Park, H.-M., & Goo, W. (2018). Examining Follower Responses to Transformational Leadership from a Dynamic, Person-Environment Fit Perspective. *Academy of Management Journal, 61*, 1343-1368.
- Lim, S., Ilies, R., **Koopman, J.**, Christoforou, P., & Arvey, R. (2018). Emotional Mechanisms Linking Incivility at Work to Withdrawal and Aggression at Home: An Experience-Sampling Study. *Journal of Management, 44*, 2888-2908.
- Djurdjevic, E., Stoverink, A. C., Klotz, A. C., **Koopman, J.**, da Motta Veiga, S. P., Yam, K. C., & Chiang, J. T.-J. (2017). Workplace Status: The Development and Validation of a Scale. *Journal of Applied Psychology, 102*, 1124-1147.
- Matta, F. K., Scott, B. A., Colquitt, J. A., & **Koopman, J.**, & Passantino, L. (2017). Is Consistently Unfair Better than Sporadically Fair? An Investigation of Justice Variability and Stress. *Academy of Management Journal, 60*, 743-770.
- Koopman, J.**, Lanaj, K., & Scott, B. A. (2016). Integrating the Bright and Dark Sides of OCB: A Daily Investigation of the Benefits and Costs of Helping Others. *Academy of Management Journal, 59*, 414-435.

- Rosen, C. C., **Koopman, J.**, Gabriel, A. S., & Johnson, R. E. (2016). Who Strikes Back? A Daily Investigation of When and Why Incivility Begs Incivility. *Journal of Applied Psychology*, *101*, 1620-1634.
- Calderwood, C. C., Gabriel, A. S., Rosen, C. C., Simon, L. S., & **Koopman, J.** (2016). 100 Years Running: The Need to Understand Why Employee Physical Activity Benefits Organizations. *Journal of Organizational Behavior*, *37*, 1104-1109.
- Koopman, J.**, Matta, F. K., Scott, B. A., & Conlon, D. E. (2015). Ingratiation and Popularity as Antecedents of Justice: A Social Exchange and Social Capital Perspective. *Organizational Behavior and Human Decision Processes*, *131*, 132-148.
- Koopman, J.**, Howe, M., Hollenbeck, J. R., & Sin, H.P. (2015). Small Sample Mediation Testing: Misplaced Confidence in Bootstrapped Confidence Intervals. *Journal of Applied Psychology*, *100*, 194-202.
- Matta, F. K., Scott, B. A., **Koopman, J.**, & Conlon, D. (2015). Does Seeing “Eye-to-Eye” Affect Work Engagement and OCB? A Role Theory Perspective on LMX Agreement. *Academy of Management Journal*, *58*, 1686-1708.
- Lee, S. M., **Koopman, J.**, Hollenbeck, J. R., Wang, L. & Lanaj, K. (2015). The Team Descriptive Index (TDI): A Multidimensional Scaling Approach for Team Description. *Academy of Management Discoveries*, *1*, 91-116.  
*Runner Up: 2015 Best Paper Award*
- Koopman, J.**, Howe, M., Johnson, R. E., Tan, J., & Chang, C.-H. (2013). A Framework for Developing Word Fragment Completion Tasks. *Human Resource Management Review*, *23*, 242-253.
- Uhlmann, E. L., Leavitt, K., Menges, J. I., **Koopman, J.**, Howe, M., & Johnson, R. E. (2012). Getting Explicit about the Implicit: A Taxonomy of Implicit Measures and Guide for their Use in Organizational Research. *Organizational Research Methods*, *15*, 553-601.
- Dimotakis, N., Scott, B. A., & **Koopman, J.** (2011). An Experience Sampling Investigation of Workplace Interactions, Affective States, and Employee Well-Being. *Journal of Organizational Behavior*, *32*, 572-588.

## BOOK CHAPTERS

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- Tang, P.M., Klotz, A. C., **Koopman, J.**, Wee, E. X. M., & Lu, Y. (2023). A theory of professional touching behavior in organizations: Implications for human resource scholars and practitioners. Buckley, M. R., Wheeler, A. R., Baur, J. E., & Halbesleben, J. R. B. (Eds.). *Research in Personnel and Human Resource Management*, Vol 41, pp. 127-159. Leeds, UK: Emerald Publishing Limited.
- Koopman, J.**, & Dimotakis, N. (2022). Experience Sampling Methodology. In *Oxford Encyclopedia of Business and Management*. Oxford University Press.
- Scott, B. A., Matta, F. K., & **Koopman, J.** (2018). Within-Person Approaches to the Study of Organizational Citizenship Behaviors: Antecedents, Consequences, and Boundary Conditions. In P. M. Podsakoff, S. B. MacKenzie, & N. P. Podsakoff (Eds.), *The Oxford Handbook of Organizational Citizenship Behavior*, pp. 417-434. New York: Oxford University Press.
- Koopman, J.**, Howe, M., & Hollenbeck, J. R. (2014). Pulling the Sobel Test Up By Its Bootstraps. In C. E. Lance and R. J. Vandenberg (Eds.), *More Statistical and Methodological Myths and Urban Legends*, pp. 224-244. New York: Routledge.

Wilson, K. S., Conlon, D. E. & **Koopman, J.** (2011). Fairness and Consumer Behavior: A WWJD (What Would Justice Do?) Analysis. In M. A. Rahim (Ed.), *Current Topics In Management* (Vol. 15, pp. 63-91). New Brunswick, NJ: Transaction Publishers.

## BLOG POSTS & OTHER CONTRIBUTIONS

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- De Cremer, D., & **Koopman, J.** (2024). Research: Using AI at Work Makes Us Lonelier and Less Healthy. *Harvard Business Review*. <https://hbr.org/2024/06/research-using-ai-at-work-makes-us-lonelier-and-less-healthy>
- Tang, P. M., **Koopman, J.**, Yam, K. C., De Cremer, D., Zhang, J. H., & Reynders, P. (2023). Are you ready for performance management in the age of artificial intelligence? *LSE Business Review*. <https://blogs.lse.ac.uk/businessreview/2023/03/03/are-you-ready-for-performance-management-in-the-age-of-artificial-intelligence/>
- Lee, Y. E., Simon, L. S., **Koopman, J.**, Rosen, C. C., Gabriel, A. S., & Yoon, S. (2022). Receiving help at work might not always help women – how can we make it better? *LSE Business Review*. <https://blogs.lse.ac.uk/businessreview/2022/12/14/receiving-help-at-work-might-not-always-help-women-how-can-we-make-it-better/>
- Koopman, J.**, Lanaj, K., Lee, Y. E., & Alterman, V., Bradley, C., & Stoverink, A. S. (2022). When being politically correct at work depletes employees and backfires at home. *LSE Business Review*. <https://blogs.lse.ac.uk/businessreview/2022/06/14/when-being-politically-correct-at-work-depletes-employees-and-backfires-at-home/>
- Tang, P. M., **Koopman, J.**, McClean, S., Zhang, J. H., Li, C. H., De Cremer, D., Ng, C. T. S. & Lu, Y. (2022). Is working with artificial intelligence hampering your best-performing employees? *LSE Business Review*. <https://blogs.lse.ac.uk/businessreview/2022/10/12/is-working-with-artificial-intelligence-hampering-your-best-performing-employees/>
- Yoon, S., McClean, S. T., Chawla, N., Kim, J. K., **Koopman, J.**, Rosen, C. C., Trougakos, J. P., & McCarthy, J. M. (2021). Too much information about COVID-19 may be hurting more than helping us. *LSE Business Review*. <https://blogs.lse.ac.uk/businessreview/2021/08/03/too-much-information-about-covid-19-may-be-hurting-more-than-helping-us/>
- Puranik, H., **Koopman, J.**, & Vough, H. C. (2021). Discovering the benefits of being interrupted by colleagues at work. *LSE Business Review*. <https://blogs.lse.ac.uk/businessreview/2021/07/06/discovering-the-benefits-of-being-interrupted-by-colleagues-at-work/>
- McClean, S. T., **Koopman, J.**, Yim, J., & Klotz, A. C. (2020). Hold Fast to those Morning Routines. *Harvard Business Review: Idea Watch*. <https://mays.tamu.edu/maysnet/wp-content/uploads/sites/42/2020/11/Hold-fast-to-those-morning-routines.pdf>
- McClean, S. T., **Koopman, J.**, Yim, J., & Klotz, A. C. (2020). How Disruptions to our Morning Routines Harm Daily Productivity, and What We Can Do About It. *LSE Business Review*. <https://blogs.lse.ac.uk/businessreview/2020/09/17/how-disruptions-to-our-morning-routines-harm-daily-productivity-and-what-we-can-do-about-it/>
- Gabriel, A. S., **Koopman, J.**, Rosen, C. C., Arnold, J. D., & Hochwarter, W. A. (2020). Don't Just Put on a Happy Face at Work. *Harvard Business Review*. <https://hbr.org/2020/02/dont-just-put-on-a-happy-face-at-work>
- Gabriel, A. S., & **Koopman, J.** On Who To Publish With After Graduation. (2018). *The Industrial-Organizational Psychologist*, 55, online only.

Rosen, C. C., **Koopman, J.**, Gabriel, A. S., & Johnson, R. E. (2017). Uncivil Behaviour in the Workplace Causes Mental Fatigue and is Contagious. *LSE Business Review*.  
<http://blogs.lse.ac.uk/businessreview/2017/04/11/uncivil-behaviour-in-the-workplace-causes-mental-fatigue-and-is-contagious/>

**Koopman, J.**, Lanaj, K., & Scott, B. A. (2016). Helping Colleagues Brings Many Benefits, but it May Carry a Cost. *LSE Business Review*.  
<http://blogs.lse.ac.uk/businessreview/2016/06/22/helping-colleagues-brings-many-benefits-but-it-may-carry-a-cost/>

## RESEARCH INTERESTS

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Organizational Justice  
Citizenship Behavior  
Self-Regulation & Self-Control  
Motivational Processes  
Research Methodology

## WORKSHOPS & OTHER EVENTS ORGANIZED

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**Koopman, J.**, Harney, B., Hancock, J. I., Lazarova, M., Keeler, K. R., Campion, E. D., Roth, P., & Lee, Y. E. New Faculty Consortium. Co-chair, PDW at the *2022 Annual Meeting of the Academy of Management*, Seattle, Washington.

**Koopman, J.**, & Piszczek, M. HR Research Roundtable Forum. Co-organizer, PDW at the *2022 Annual Meeting of the Academy of Management*, Seattle, Washington.

Biron, M., Roth, P., **Koopman, J.**, Keeler, K. R., Harney, B., Hancock, J. I., Campion, E. D., & Lee, Y. E. New Faculty Consortium. Co-organizer, PDW at the *2021 Virtual Annual Meeting of the Academy of Management*.

Biron, M., Roth, P., **Koopman, J.**, Keeler, K. R., Harney, B., Hancock, J. I., & Lee, Y. E. HR Division Virtual Consortium Series. Co-organizer.

**Koopman, J.**, Gabriel, A. S., Djurdjevic, E., Piszczek, M., & Roth, P. L. HR Research Roundtable Forum. Co-organizer, PDW at the *2020 Virtual Annual Meeting of the Academy of Management*.

Biron, M., Roth, P., **Koopman, J.**, Keeler, K. R., Harney, B., Hancock, J. I., & Lee, Y. E. New Faculty Consortium. Co-organizer, PDW at the *2020 Virtual Annual Meeting of the Academy of Management*.

**Koopman, J.**, Gabriel, A. S., Djurdjevic, E., Piszczek, M., & Roth, P. L. HR Research Roundtable Forum. Co-organizer, PDW at the *2019 Annual Meeting of the Academy of Management*, Boston, Massachusetts.

**Koopman, J.**, Dimotakis, N., & Buckman, Brooke. Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students. Co-organizer, PDW at the *2019 Annual Meeting of the Academy of Management*, Boston, Massachusetts.

**Koopman, J.**, Gabriel, A. S., Djurdjevic, E., Piszczek, M., & Roth, P. L. HR Research Roundtable Forum. Co-organizer, PDW at the *2018 Annual Meeting of the Academy of Management*, Chicago, Illinois.

Baer, M., **Koopman, J.**, Djurdjevic, E., & Dimotakis, N. Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students. Co-organizer, PDW at the *2018 Annual Meeting of the Academy of Management*, Chicago, Illinois.

**Koopman, J., Hartnell, C. A., & Matta, F. K.** OB Division Making Connections Networking Event. Co-organizer, Social Event at the *2017 Annual Meeting of the Academy of Management*, Atlanta, Georgia.

**Koopman, J., Litchfield, R., & Hartnell, C. A.** OB Division Making Connections Networking Event. Co-organizer, Social Event at the *2016 Annual Meeting of the Academy of Management*, Anaheim, California.

**Koopman, J., Litchfield, R., & Hartnell, C. A.** How to Find and Build a Microcommunity. Co-organizer, PDW at the *2015 Annual Meeting of the Academy of Management*, Vancouver, BC, Canada.

## **PDWs, PANELS, ROUNDTABLES, & INVITED TALKS**

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So, You Want to Conduct an Experience-Sampling Study: An In-Depth Discussion of Processes, Critical Issues, and Decision Points. Workshop presented at the *2023 Annual Meeting of the Southern Management Association*, St. Petersburg, Florida.

So, You Want to Conduct an Experience-Sampling Study: An In-Depth Discussion of Processes, Critical Issues, and Decision Points. Workshop presented at the *2022 Annual Meeting of the Southern Management Association*, Little Rock, Arkansas.

Leveling the Play Field: Reducing Between-Person Variation on Within-Person Research. Panelist at the *2022 Annual Meeting of the Academy of Management*, Seattle, Washington.

*Finalist for the RM Division-Wharton Research Data Services (WRDS) Best PDW Award*

So, You Want to Conduct an Experience-Sampling Study: An In-Depth Discussion of Processes, Critical Issues, and Decision Points. Workshop presented at the *2021 Annual Meeting of the Southern Management Association*, New Orleans, Louisiana.

Early Career Work-Family Balance. Round Table in the HR Division New Faculty Consortium at the *2021 (Virtual) Annual Meeting of the Academy of Management*.

Being PC Depletes Me: A Three-Study Investigation of Political Correctness at Work.

- University at Buffalo – Department of Organization & Human Resources
- University of Illinois at Chicago – Department of Managerial Studies
- Rutgers University – School of Management and Labor Relations

Surviving the Pandemic. Panelist in the Late-Stage Doctoral Consortium at the *2020 (Virtual) Annual Meeting of the Southern Management Association*.

So, You Want to Conduct an Experience-Sampling Study: An In-Depth Discussion of Processes, Critical Issues, and Decision Points. Panelist in the workshop presented at the *2020 (Virtual) Annual Meeting of the Southern Management Association*.

Early Career Work-Family Balance. Round Table in the HR Division New Faculty Consortium at the *2020 Virtual Annual Meeting of the Academy of Management*.

How to Get an Academic Job. Panelist in the Doctoral Student Consortium at the *2020 Virtual Annual Meeting of the Society for Industrial and Organizational Psychology*.

So, You Want to Conduct an Experience-Sampling Study: An In-Depth Discussion of Processes, Critical Issues, and Decision Points. Workshop presented at the *2019 Annual Meeting of the Southern Management Association*, Norfolk, Virginia.

Early Career Work-Family Balance. Round Table in the HR Division New Faculty Consortium at the *2019 Annual Meeting of the Academy of Management*, Boston, Massachusetts.

Early Career Work-Family Balance. Round Table in the HR Division New Faculty Consortium at the *2018 Annual Meeting of the Academy of Management*, Chicago, Illinois.

Advice from Prolific Authors. Panelist in the Doctoral Student Consortium at the *2018 Annual Meeting of the Society for Industrial and Organizational Psychology*, Chicago, Illinois.

Transitioning from Doctoral Student to Faculty. Panelist in the Pre-Doctoral Student Consortium at the *2017 Annual Meeting of the Southern Management Association*, St. Petersburg, Florida.

The Butterfly Effect: How Your Actions Today Influence Your Productivity 2 Years Later. Presenter and Round Table in The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty at the *2017 Annual Meeting of the Academy of Management*, Atlanta, Georgia.

Organizational Justice. Round Table in the OB Research Networking Forum at the *2017 Annual Meeting of the Academy of Management*, Atlanta, Georgia.

Early Career Work-Family Balance. Round Table in the HR Division Early Career Faculty Consortium at the *2017 Annual Meeting of the Academy of Management*, Atlanta, Georgia.

Transitioning from Doctoral Student to Faculty. Panelist in the Pre-Doctoral Student Consortium at the *2016 Annual Meeting of the Southern Management Association*, Charlotte, North Carolina.

Bootstrapping Basics. Workshop presented at the *2014 Annual Meeting of the Southern Management Association*, Savannah, Georgia.

## CHAired SYMPOSIA & PAPER SESSIONS

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Yoon, S. & **Koopman, J.** Still in Search of a Just Workplace: Insights from Ongoing Research on Organizational Justice. Symposium presented at the *2022 Annual Meeting of the Academy of Management*, Seattle, Washington.

Yoon, S., **Koopman, J.**, & Chawla, N. When Forgiving Helps: Advancing Research on Forgiveness in the Workplace. Symposium presented at the *2022 Annual Conference of the Society for Industrial and Organizational Psychology*, Seattle, Washington.

Lee, Y. E., & **Koopman, J.** Familiar Questions, Novel Approaches: “Conceptual Parking Spaces” Remain In The Justice Literature. Symposium at the *2019 Annual Meeting of the Academy of Management*, Boston, Massachusetts.

Gabriel, A. S., & **Koopman, J.** When Employees Break Bad: Examining the Dark Side of Citizenship Behaviors at Work. Symposium at the *2018 Annual Meeting of the Academy of Management*, Chicago, Illinois.

**Koopman, J.** Assessing the Performance of Individuals and Teams. Paper Session at the *2018 Annual Meeting of the Academy of Management*, Chicago, Illinois.

**Koopman, J.**, & Gabriel, A. S. Time and Resource Processes Associated with Organizational Citizenship Behavior. Symposium at the *2017 Annual Meeting of the Academy of Management*, Atlanta, Georgia.

- Barros-Rivera, B. A., & **Koopman, J.** Catching the Fifth Wave: The Next Stage of Organizational Justice Research. Symposium at the *2016 Annual Meeting of the Academy of Management*, Anaheim, California.
- Lin, S.-H., Connors, A. L., & **Koopman, J.** Justice is All Around Us: The Role of Coworkers, Employees, and Daily Justice. Symposium at the *2016 Annual Meeting of the Academy of Management*, Anaheim, California.
- Gabriel, A. S., & **Koopman, J.** Who is Mistreating Whom? Investigating Novel Drivers of Workplace Mistreatment. Symposium at the *2016 Annual Meeting of the Society for Industrial and Organizational Psychology*, Anaheim, California.
- Lensges, M., Masterson, S. S., & **Koopman, J.** Exploring Alternative Questions: Established vs. Emerging Issues in Justice Research. Symposium at the *2015 Annual Meeting of the Academy of Management*, Vancouver, BC, Canada.
- Koopman, J.** & Scott, B. A. Changing the Conversation in the Justice Literature. Symposium at the *2013 Annual Meeting of the Society for Industrial and Organizational Psychology*, Houston, Texas.

## CONFERENCE PRESENTATIONS

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- Yoon, S., **Koopman, J.**, Chawla, N., Hochwarter, W. A., & Jordan, S. L. Antecedents and Consequences of Justice Variability: A Latent Profile Analysis Approach. In S. Yoon & **J. Koopman**. (Chairs), Still in Search of a Just Workplace: Insights from Ongoing Research on Organizational Justice. Paper accepted at the *2022 Annual Meeting of the Academy of Management*, Seattle, Washington.
- Yoon, S., **Koopman, J.**, Chawla, N., McClean, S. T., Bradley, B. Examining the (In)Congruence Effect of Felt and Expressed Forgiveness on Work Outcomes Through Authenticity. In S. Yoon, **J. Koopman**, & N. Chawla. (Chairs), When Forgiving Helps: Advancing Research on Forgiveness in the Workplace. Paper presented at the *2022 Annual Meeting of the Society for Industrial and Organizational Psychology*, Seattle, Washington
- Chawla, N., McClean, S. T., Yoon, S., **Koopman, J.**, Kim, J. K., Rosen, C. C., Trougakos, J. P., & McCarthy, J. M. Blurring the Boundaries: Understanding the Gender-Dependent Impact of Daily Home-Work Boundary Permeations. In S. Yoon, N. Chawla, & K. Zipay. (Chairs), Navigating the Work-Life Interface during the COVID-19 Pandemic. Paper presented at the *2022 Annual Conference of the Society for Industrial and Organizational Psychology*, Seattle, Washington.
- Lee, Y. E., Simon, L., **Koopman, J.**, Rosen, C. C., Gabriel, A. S., & Yoon, S. When, Why, and For Whom is Receiving Help Actually Helpful? Differential Effects of Received Help Based on Recipient Gender. Paper presented at the *2021 Annual Meeting of the Southern Management Association*, New Orleans, Louisiana.
- Yoon, S., McClean, S. T., Chawla, N., Kim, J. K., **Koopman, J.**, Rosen, C. C., Trougakos, J. P., & McCarthy, J. M. Working Through an 'Infodemic': The Impact of COVID-19 News Consumption on Employee Uncertainty and Work Behaviors. Part of the symposium: Employee Emotions during COVID-19 and their Impact on Performance and Well-Being. S. B. Barli, A. Dutli, & N. Chawla (Chairs), presented at the *2021 (Virtual) Annual Meeting of the Society for Industrial and Organizational Psychology*.

- Lee, Y. E., **Koopman, J.**, Lanaj, K., & Alterman, V. Walking on Eggshells at Work: Antecedents and Consequences of Daily Political Correctness. Paper presented at the 2020 (*Virtual*) *Annual Meeting of the Southern Management Association*.
- Puranik, H., & **Koopman, J.** Pardon the Interruption: A Study of the Dark- and Bright-Side Effects of Daily Work Intrusions. Part of the paper session: Incivility, Interruptions, and Communication at Work. Presented at the 2020 (*Virtual*) *Annual Meeting of the Academy of Management*.
- Gabriel, A. S., Rosen, C. C., Lee, Y. E., **Koopman, J.**, Evans, J. B., & Johnson, R. E. The social consequences of venting at work: A dynamic perspective. Paper accepted for presentation at the 2020 *Annual Meeting of the Society of Industrial and Organizational Psychology* (conference cancelled).
- Koopman, J.**, Conway, J. M., Dimotakis, N. E., Tepper, B. J., Lee, Y. E., Rogelberg, S., Matta, F., & Lount, R. B., Examining the interplay between counterproductive work behavior and negative affect. Paper accepted for presentation at the 2020 *Annual Meeting of the Society of Industrial and Organizational Psychology* (conference cancelled).
- Gabriel, A. S., Wong, E. M., Rosen, C. C., **Koopman, J.**, & Lee, Y. E. Understanding the episodic consequences of sexism at work. Paper accepted for presentation at the 2020 *Annual Meeting of the Society of Industrial and Organizational Psychology* (conference cancelled).
- Koopman, J.**, Lee, Y. E., & Stoverink, A. C. Striving for Justice: A Politically Motivated Investigation of Supervisor Adherence to Justice Rules. Part of the symposium: Familiar Questions, Novel Approaches: “Conceptual Parking Spaces” Remain In The Justice Literature. Y. E. Lee, & J. Koopman (Chairs), presented at the 2019 *Annual Meeting of the Academy of Management*, Boston, Massachusetts.
- Tepper, B. J., Conway, J. M., Rogelberg, S., Pitts, V., Dimotakis, N., **Koopman, J.**, Lee, Y. E., & Lount, R. B. Examining the Interplay between Counterproductive Work Behavior and Negative Affect. Part of the symposium: Examining the Instigation and Receipt of Antisocial Work Behaviors. C. M. Harold & B. Hu (Chairs), presented at the 2019 *Annual Meeting of the Academy of Management*, Boston, Massachusetts.
- Gabriel, A. S., **Koopman, J.**, Rosen, C. C., Arnold, J.D., & Hochwarter, W. A. A latent profile examination of emotion regulation in coworker exchanges. Part of the symposium: Who is the target? Expanding emotional labor beyond customer interactions. A. S. Gabriel & S. A. Kay (Chairs), presented at the 2019 *Annual Meeting of the Society for Industrial and Organizational Psychology*, Washington, DC.
- Ellen, B. P., Rosen, C. C., DeOrentiis, P. S., Johnson, R. E., Lee, H., **Koopman, J.**, & Gabriel, A.S. Political contagion. Part of the symposium: Do you perceive it? Perceptual issues surrounding organizational politics. S. E. Hill, A. L. E. Thomas, & J. P. Meriac (Chairs), presented at the 2019 *Annual Meeting of the Society for Industrial and Organizational Psychology*, Washington, DC.
- Koopman, J.**, Johnson, R. E., Gabriel, A. S., & Puranik, H. Affective and Cognitive Mechanisms Linking Daily Citizenship Pressure to Workplace Deviance. Part of the symposium: When Employees Break Bad: Examining the Dark Side of Citizenship Behaviors at Work. A. S. Gabriel & J. Koopman (Chairs), presented at the 2018 *Annual Meeting of the Academy of Management*, Chicago, Illinois.

- Evans, J., Chawla, N., Gabriel, A. S., **Koopman, J.**, Hochwarter, W., & Arnold, J. D. Exploring the Structure of Impression Management Strategies Within Social Hierarchies. Part of the symposium: Expanding the Social Context Surrounding Impression Management at Work. J. Evans, N. Chawla, & A. S. Gabriel (Chairs), presented at the *2018 Annual Meeting of the Academy of Management*, Chicago, Illinois.
- Zapata, C., Matta, F. K., **Koopman, J.**, & Jones, L. Self-Defeating Consequences of Bias: A Social Exchange Perspective on Bias Toward Minority Leaders. Part of the paper session: Minority Leaders in Different Settings. S. Grover (Chair), presented at the *2018 Annual Meeting of the Academy of Management*, Chicago, Illinois.
- Koopman, J.**, Simon, L., Rosen, C. C., & Hatch, D. A Typology for Studying Within-Individual Well-Being. Part of the symposium: Bad Theory, Inadequate Constructs, and Misoperationalizations: Do We Know What We Think We Know. D. Brady & D. J. Brown (Chairs), presented at the *2017 Annual Meeting of the Academy of Management*, Atlanta, Georgia.
- Gabriel, A. S., **Koopman, J.**, Rosen, C. C., & Johnson, R. E. An Episodic Examination of the Behavioral Consequences of Workplace Helping. Part of the symposium: Time and Resource Processes Associated with Organizational Citizenship Behavior. J. Koopman and A. S. Gabriel (Chairs), presented at the *2017 Annual Meeting of the Academy of Management*, Atlanta, Georgia.
- Lanaj, K., Kim, P. H., **Koopman, J.**, & Matta, F. K. Daily Mistrust: A Resource Perspective and its Implications for Work and Home. Part of the symposium: Repair, Recovery, and Reintegration at Work. E. Frey (Chair), presented at the *2017 Annual Meeting of the Academy of Management*, Atlanta, Georgia.
- Puranik, H., **Koopman, J.**, Vough, H. C., & Gamache, D. L. On Facing Coworker Envy: Importance of Self-Esteem and Attribution in Shaping Responses to Coworker Envy. Part of the symposium: Perceived Mistreatment: The Ramifications of Perceiving Others in a Negative Light. B. Waterwall (Facilitator), presented at the *2016 Annual Meeting of the Southern Management Association*, Charlotte, North Carolina.
- Stoverink, A. C., **Koopman, J.**, & Djurdjevic, E. Self-defensive Attributions. The Role of Workplace Status and Perceived Supervisor Motives in Responses to Interpersonal Injustice. Part of the symposium: Life's Not Fair! Examinations of (In)Justice in the Workplace. B. J. O'Leary (Facilitator), presented at the *2016 Annual Meeting of the Southern Management Association*, Charlotte, North Carolina.
- Koopman, J.**, Lin, S.-H., Connors, A. L., Johnson, R. E., & Matta, F. K. Everyone is Treated More Fairly Than me: An Ego Depletion Theory Perspective on Justice Social Comparison. Part of the symposium: Justice is All Around Us: The Role of Coworkers, Employees, and Daily Justice. S.-H. Lin, A. L. Connors, & J. Koopman (Chairs), presented at the *2016 Annual Meeting of the Academy of Management*, Anaheim, California.
- Koopman, J.**, Matta, F. K., Scott, B. A., Conlon, D. E., & Dennerlein, T. Categorization Theory and Substitutes for Justice Enactment: The Role of Ethical Leadership. Part of the symposium: Catching the Fifth Wave: The Next Stage of Organizational Justice Research. B. A. Barros-Rivera & J. Koopman (Chairs), presented at the *2016 Annual Meeting of the Academy of Management*, Anaheim, California.

- Puranik, H., **Koopman, J.**, & Vough, H. They Want What I've Got: Self-Esteem and Attribution in Determining Responses to Being Envied. Part of the symposium: How We See Others in Organizations. T. Rockstuhl (Chair), presented at the *2016 Annual Meeting of the Academy of Management*, Anaheim, California.
- Rosen, C. C., Gabriel, A. S., **Koopman, J.**, & Johnson, R. E. A Daily Investigation of Experienced and Instigated Incivility. Part of the symposium: Who is Mistreating Whom? Investigating Novel Drivers of Workplace Mistreatment. A. S. Gabriel & J. Koopman (Chairs), presented at the *2016 Annual Meeting of the Society for Industrial and Organizational Psychology*, Anaheim, California.
- Steinbach, A., Shamsie, J., & **Koopman, J.** Organizing for Creative Outcomes. Comparing Role Dispersion and Concentration on Creative Projects in Thai Films. Part of the symposium: Competing for the Future: Lessons from the Global Motion Picture Industry. J. Shamsie (Chair), presented at the *2015 Annual Meeting of the Southern Management Association*, St. Petersburg, Florida.
- Tepper, B. J., Dimotakis, N., Lambert, L. S., Goo, W., **Koopman, J.**, & Matta, F. K. Examining Follower Responses to Transformational Leadership from a Dynamic P-E Fit Perspective. Part of the symposium: Leading Today but Not Tomorrow: Exploring Within-Person Fluctuations in Leadership Behavior. N. Wellman, B. Crane, & Quinn, R. (Chairs), presented at the *2015 Annual Meeting of the Academy of Management*, Vancouver, BC, Canada.
- Lensges, M., Masterson, S. S., & **Koopman, J.** Is That What I Expected? The Effects of Anticipatory Justice on Justice Perceptions. Part of the symposium: Exploring Alternative Questions: Established vs. Emerging Issues in Justice Research. M. Lensges, S. S. Masterson, & J. Koopman (Chairs), presented at the *2015 Annual Meeting of the Academy of Management*, Vancouver, BC, Canada.
- Dimotakis, N., Corner, A. J., **Koopman, J.**, & Forrester, J. Within-Person Associations between Income and Health: Investigating Bidirectional Effects. Part of the symposium: The Diminishing Effects of Work: Theoretical and Empirical Advances on Employee Health. M. S. Mitchell & R. J. Vandenberg (Chairs), presented at the *2015 Annual Meeting of the Academy of Management*, Vancouver, BC, Canada.
- Matta, F., Scott, B. A., **Koopman, J.**, & Lin, S-H. Does the Perceived Motive for Just Treatment Matter for Employees? Part of the symposium: New Directions in Justice: Forming and Reacting to Overall Fairness, J. A. Colquitt & K. P. Zipay (Chairs), presented at the *2015 Annual Meeting of the Society for Industrial and Organizational Psychology*, Philadelphia, Pennsylvania.
- Conlon, D. E., Shamsie, J., & **Koopman, J.** Doubling Down in Hollywood: A Multidimensional Test of the Determinants of Escalation of Commitment. Part of the symposium: Judgments and Strategic Decision Making, R. M. Holmes, Jr. (Chair), presented at the *2014 Annual Meeting of the Southern Management Association*, Savannah, Georgia.
- Matta, F. K., Scott, B. A., **Koopman, J.**, & Colquitt, J. A. Does Variability Matter Beyond the Mean? An Uncertainty Management Approach to Justice Variability. Part of the symposium: New Insights in to the Antecedents, Boundary Conditions, and Processes Underlying Fair Behavior, D. B. Whiteside & Barclay, L. J. (Chairs), presented at the *2014 Annual Meeting of the Academy of Management*, Philadelphia, Pennsylvania.

- Koopman, J.,** Matta, F. K., Scott, B. A., & Conlon, D. E. Extending the Justice Actor Perspective: Boundaries of the Supervisor Adherence-Employee Perception Relationship. Part of the symposium: Expanding the Boundaries of the Justice Literature, J. A. Colquitt (Chair), presented at the *2014 Annual Meeting of the Society for Industrial and Organizational Psychology*, Honolulu, Hawaii.
- Koopman, J.,** Howe, M., & Hollenbeck, J. R. Pulling the Sobel Test Up By Its Bootstraps. Part of the symposium: Statistical and Methodological Myths and Urban Legends, R. J. Vandenberg (Chair), presented at the *2014 Annual Meeting of the Society for Industrial and Organizational Psychology*, Honolulu, Hawaii.
- Matta, F. K., **Koopman, J.,** Scott, B. A., & Conlon, D. E. Self-Verification and LMX Congruence: Does Seeing Eye-to-Eye Affect Motivation? Poster presented at the *2014 Annual Meeting of the Society for Industrial and Organizational Psychology*, Honolulu, Hawaii.
- Koopman, J.** Measuring Affect in HRM Research. Part of the symposium: Exploring New Avenues at the Intersection of Affect and HRM, E. Djurdjevic & S. Conroy (Chairs), presented at the *2013 Annual Meeting of the Southern Management Association*, New Orleans, Louisiana.
- Koopman, J.,** & Scott, B. A. Doing Good, Feeling Bad: A Daily Study on the Effects of Helping on Emotional Exhaustion. Part of the symposium: New Developments in Within-Person Research, M. Almeda (Chair), presented at the *2013 Annual Meeting of the Academy of Management*, Orlando, Florida.
- Koopman, J.,** Matta, F., Scott, B. A. & Conlon, D. E. A Proactive Model of Organizational Justice: Flattery Will Get You Everywhere. Part of the symposium: Changing the Conversation in the Justice Literature, J. Koopman & B. A. Scott (Chairs), presented at the *2013 Annual Meeting of the Society for Industrial and Organizational Psychology*, Houston, Texas.
- Koopman, J.,** Howe, M., Hollenbeck, J. R., & Sin, H. P. Bootstrapping with Small Samples: Misplaced Confidence in Bootstrapped Confidence Intervals. Poster presented at the *2013 Annual Meeting of the Society for Industrial and Organizational Psychology*, Houston, Texas.
- Dimotakis, N., Simon, L., & **Koopman, J.** Shades of Gray: An Affect-Based Framework of Extra-Role Behavior. Part of the symposium: Expanding New Frontiers of OCB Research: Context Matters, T. N. Bauer & J. Rineer (Chairs), presented at the *2012 Annual Meeting of the Society for Industrial and Organizational Psychology*, San Diego, California.
- McNamara, G., Conlon, D. E., **Koopman, J.,** & Dulebohn, J. H. Examining the Neural Foundations of Escalation of Commitment. Part of the symposium: Strategic Management Meets Neurosciences: Problems and Opportunities, S. Brusoni & D. Leureiro-Martinez (Chairs), presented at the *2011 Annual Meeting of the Academy of Management*, San Antonio, Texas.
- Best Symposium Award Finalist*
- Christoforou, P., Arvey, R., **Koopman, J.,** Dimotakis, N., & Ilies, R. A Daily Diary Study of the Effects of Organization-Based Self-Esteem on Job and Life Satisfaction Through Positive Energetic Arousal. Part of the symposium: Positive Occupational Health Psychology: A Series of Diary Studies, A. B. Bakker & D. Xanthopoulou (Chairs),

presented at the *2011 Annual Meeting of the European Association of Work and Organizational Psychology*, Maastricht, Netherlands.

Ilies, R., Lim, S., **Koopman, J.**, Christoforou, P., & Arvey, R. Emotional Mechanisms Linking Incivility at Work to Withdrawal and Aggression at Home. Part of the symposium: Workplace Incivility, L. Cortina (Chair), presented at the *2011 International Conference on Occupational Stress and Health*, Orlando, Florida.

Dimotakis, N., **Koopman, J.**, & Scott, B. A. An Experience Sampling Investigation of Workplace Interactions, Affect, and Well-Being. Poster presented at the *2010 Annual Meeting of the Society for Industrial and Organizational Psychology*, Atlanta, Georgia.

## TEACHING

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### SCHOOL & COURSES

### INSTRUCTOR RATING

#### **TEXAS A&M UNIVERSITY**

*Organizational Behavior (MGMT-363H)*

2023                      Section ratings: 4.00 – 4.43                      4.22 /5

*Human Resource Management (MGMT-373)*

2018 – 2022                      Section ratings: 3.68 – 5.00                      4.67 /5

*Doctoral Research Methods Seminar (MGMT-687)*

2019 – 2021                      Section ratings: 4.25 – 5.00                      4.67 /5

*Doctoral Organizational Behavior Seminar (MGMT 634)*

2018, 2022, 2023                      Section ratings: 5.00                      5.00 /5

#### **UNIVERSITY OF CINCINNATI**

*Management (MGMT-3080)*

2014 – 2016                      Section ratings: 6.10 – 7.50                      6.94 /8

*Doctoral Research Methods Seminar (MGMT-9026)*

2015 – 2016                      Section ratings: 7.70 – 8.00                      7.85 /8

#### **MICHIGAN STATE UNIVERSITY**

*Managing Human Resources (MGT-315) – Instructor*

2010 – 2012                      Section ratings: 4.42 – 4.65                      4.57 /5

*Managing Human Resources (MGT-315) – Recitation Leader*

2010 – 2012                      Section ratings: 3.76 – 4.59                      4.19 /5

## PROFESSIONAL ACTIVITIES

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### **EDITORIAL BOARD SERVICE**

Academy of Management Journal (2019-present)

Academy of Management Review (2018-present)

Human Resource Management (2023-present)

Journal of Applied Psychology (2017-present)

Journal of Business and Psychology (2015-present)

Journal of Management (2022-present)

Personnel Psychology (2018-present)

Organizational Behavior and Human Decision Processes (2016-2025)

Associate Editor (2022-2025)  
Academy of Management Discoveries (2017-2018)  
Journal of Organizational Behavior (2016-2018)

***AD-HOC JOURNAL REVIEWER***

Academy of Management Collections  
Administrative Science Quarterly  
Applied Psychology: An International Review  
Behavioral Research Methods  
Current Psychology  
European Journal of Work and Organizational Psychology  
European Management Review  
Human Performance  
Human Relations  
Human Resource Management Review  
Journal of Business Ethics  
Journal of Management  
Journal of Managerial Psychology  
Journal of Managerial Studies  
Journal of Occupational Health Psychology  
Journal of Occupational and Organizational Psychology  
Journal of Vocational Behavior  
Organization Science  
Strategic Management Journal

***GRANT REVIEWER***

Research Grants Council of Hong Kong (2015-present)  
Fondecyt Chile Program (2022)

***AWARD COMMITTEES***

Responsible Research in Business Honor Roll Reviewer (2022)  
HR Division Early Career Achievement (Chair; 2022)  
INFORMS Dissertation Proposal Competition (2022)  
HR Division Best Dissertation Award (2022)  
HR Division Best Student Paper (2016)

**GRANTS**

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***TEXAS A&M UNIVERSITY***

Mays College Mini-Grant (2020, \$5,000) – Employee Work/Home Issues  
Yoon, McClean, Chawla, Kim, Koopman, Rosen, Trougakos, & McCarthy (2021, *Journal of Applied Psychology*)  
Mays College Mini-Grant (2018, \$5,000) – Justice Social Comparison  
Koopman, Lin, Lennard, Matta, & Johnson (2020, *Academy of Management Journal*)  
Mays College Mini-Grant (2018, \$5,000) – Talking Politics  
Rosen, Koopman, Gabriel, Lee, Ezerins, & Roth (2024, *Journal of Applied Psychology*)  
Mays College Mini-Grant (2018, \$5,000) – Venting at Work

Gabriel, Lee, Koopman, Rosen, Dutli, & Bush (in press, *Personnel Psychology*)

**UNIVERSITY OF CINCINNATI**

Carl Lindner College of Business Research Excellence Committee (2015, \$4,000)

Koopman, Rosen, Gabriel, Puranik, Johnson, & Ferris (2020, *Personnel Psychology*)

**MICHIGAN STATE UNIVERSITY**

Eli Broad College of Business Management Department Advisory Board (2012: \$3,000)

Koopman, Scott, Matta, Conlon & Dennerlein (2019, *Journal of Applied Psychology*)

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**AWARDS & RECOGNITION**

**PROFESSIONAL**

SIOP Distinguished Early Career Contributions (2022)

AOM HR Division Early Career Achievement (2021)

AOM HR Division David P. Lepak Service (2020)

**REVIEWING**

Best Reviewer – Organizational Behavior and Human Decision Processes (2021)

Best Reviewer – Journal of Applied Psychology (2021)

Best Reviewer – Personnel Psychology (2020)

Best Reviewer – Academy of Management Review (2019)

Reviewer of the Year – Journal of Business and Psychology (2018)

Best Reviewer – Journal of Organizational Behavior (2016)

**TEXAS A&M UNIVERSITY**

Ricky W. Griffin Outstanding Research Achievement (2021)

Presidential Impact Fellow (2021)

**UNIVERSITY OF CINCINNATI**

Carl H. Lindner College of Business Emerging Scholar (2015)

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**SERVICE**

**ACADEMY OF MANAGEMENT – HR DIVISION**

Division Leadership Track (2022-present)

Representative-At-Large (2019-2022)

Newsletter Editor (2017-2022)

Hospitality Committee (2017-2018)

**ACADEMY OF MANAGEMENT – OB DIVISION**

Making Connections Committee (2014-2019)

‘Adopt-A-Member’ Program (2016)

**TEXAS A&M UNIVERSITY**

Interim Director: Master of Human Resource Management Programs (2024-2025)

Doctoral Program Committee (2018-present)

Chair (2023-present)

Committee on Academic Freedom, Responsibility, & Tenure (2023-present)

Association of Former Students Distinguished Graduate Student Award Committee (2025)

TAMUGA Rankings Representative (2019-2024)

***UNIVERSITY OF CINCINNATI***

Research Speaker Series Committee (2015-2016)

Comprehensive Exam Redesign Committee (Chair; 2015-2016)

***LOCAL COMMUNITY***

MGMT 3080 Charity Project (2015; over \$2,000 donated to charity)

MGMT 3080 Charity Project (2016; over \$23,000 in time and money donated to charity)

**STUDENT COMMITTEES & INDEPENDENT STUDIES**

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***TEXAS A&M UNIVERSITY***

Dissertation Committee (External Member, Natasha Poularikas [Oklahoma State], 2023-2024)

Dissertation Committee (External Member, Haien Ding [BI Norwegian Business School], 2024)

Dissertation Committee (Member, Jasamine Hill, 2023-2024)

Dissertation Committee (Member; Aaron Bonnett, 2023-2024)

Dissertation Committee (Member; Theresa Hernandez, 2023-2024)

Dissertation Committee (Chair; Seoin Yoon, 2022-2023)

Dissertation Committee (Chair; Pok Man Tang, 2021-2022)

Dissertation Committee (Chair; Young Eun Lee, 2021-2022)

Dissertation Committee (External Member, Ingvild Andersen [BI Norwegian Business School], 2021-2022)

Dissertation Committee (Member; Shawn McClean, 2019-2020)

Independent Study (Pok Man Tang, 2020)

Independent Study (Seoin Yoon, 2019)

Independent Study (Young Eun Lee, 2018)

Masters Thesis Committee (Member; Claire Bowman-Callaway, 2023-2024)

***UNIVERSITY OF CINCINNATI***

Dissertation Committee (Member; Harshad Puranik, 2018-2019)

Dissertation Committee (Member; Mariah Yates, 2017-2018)

Dissertation Committee (Member; Marcie Lensges, 2015-2016)

Second Year Project (Reader; Harshad Puranik, 2016)

Independent Study (Harshad Puranik; 2016)

Independent Study (Harshad Puranik; 2015)

**AACSB STATEMENT OF SOCIETAL IMPACT**

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Through my research, teaching, and service, I seek to improve the employee experience in organizations. In my research, focused primarily on fairness and interactions with coworkers, I am trying to discover ways to enhance employee performance, satisfaction, and well-being. Through my teaching, I aim to transform students by increasing their awareness of organizational theories and human resource policies that will directly impact them in their chosen profession on a daily basis. Finally, through my service to the profession, I am focused on impacting students and faculty alike through professional development and ongoing

mentoring to increase their ability to advance the world's prosperity through their own research and teaching.

## **MEDIA COVERAGE**

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**Lee, Simon, Koopman, Rosen, Gabriel, & Yoon (in press, *Journal of Applied Psychology*)**

When Helping Hurts: Why We Need Diverse Outlooks on How to Help

*Walton Insights* (<https://walton.uark.edu/insights/posts/when-helping-hurts-why-we-need-diverse-outlooks-on-how-to-help.php>)

**Koopman, Lanaj, Lee, Alterman, Bradley, & Stoverink (in press, *Journal of Applied Psychology*)**

Being Politically Correct At Work Can Deplete Employees, With Spillover Effects At Home

*Texas A&M Today* (<https://today.tamu.edu/2022/08/03/being-politically-correct-at-work-can-deplete-employees-with-spillover-effects-at-home/>)

The Double-Edged Sword of Being Politically Correct at Work

*UF Newsroom* (<https://news.warrington.ufl.edu/faculty-and-research/the-double-edged-sword-of-being-politically-correct-at-work/>)

Political correctness can lead to cognitive exhaustion, according to new research

*PsyPost* (<https://www.psypost.org/2022/07/political-correctness-can-lead-to-cognitive-exhaustion-according-to-new-research-63539>)

**Puranik, Koopman, & Vough (2021, *Journal of Applied Psychology*)**

Frequent Workplace Interruptions Are Annoying—But May Also Help You Feel That You Belong

*Research Digest* (<https://digest.bps.org.uk/2021/03/29/frequent-workplace-interruptions-are-annoying-but-may-also-help-you-feel-that-you-belong/>)

The Benefits and Drawbacks of Interruptions at Work

*I/O At Work* (<https://www.ioatwork.com/benefits-and-drawbacks-of-interruptions-at-work/>)

The Upside of Being Interrupted At Work

*The Sydney Morning Herald* (<https://www.smh.com.au/business/small-business/the-upside-of-being-interrupted-at-work-20210304-p577v8.html>)

*Brisbane Times* (<https://www.brisbanetimes.com.au/business/small-business/the-upside-of-being-interrupted-at-work-20210304-p577v8.html>)

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